

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application. Applicants hereby reserve their right to present any previously pending or canceled claims again for consideration, e.g., in this application or in a continuing application.

**Listing of Claims:**

1-16 (Canceled).

Please add the following claims:

17. (New) A computer system, comprising:

an employee setup mechanism to create a database record for an employee;

a data receive mechanism to receive data units from a given source and to store the received data units, the received data units as stored being associated with plural data unit types;

a metric name input presenter preconfigured to present, on a computer screen, a metric name input field to receive from user input a flexible textual character term coining a name for a custom performance metric to be defined;

a data user type input presenter preconfigured to present, on a computer screen, data unit type input fields corresponding to the new performance metric, to receive from user input selected type terms indicating select ones of the plural data unit types to be collected and used to formulate the custom performance metric;

an operator input presenter preconfigured to present, on a computer screen, an operator input field to receive from user input at least one defined mathematical operation to be performed on received and stored data units associated with the selected type terms in the formulation of the custom performance metric; and

a data association mechanism to associate the textual character term with the selected types and with the at least one defined mathematical operation.

18. (New) The computer system according to claim 17, wherein the data receive mechanism comprises an integration engine.

19. (New) The computer system according to claim 18, wherein the data receive mechanism comprising an integration engine and a performance management system database.

20. (New) The computer system according to claim 17, wherein the data receive mechanism includes one or more application programming interfaces and an integration engine.

21. (New) The computer system according to claim 17, wherein the given source includes a source database.

22. (New) The Computer system according to claim 21, wherein the given source further includes a structured database of workforce manager that can produce reports on employee performance.

23. (New) The computer system according to claim 17, wherein the given source comprises a source database of a third party system.

24. (New) The computer system according to claim 17, wherein the received data units are stored in a performance management database.

25. (New) The computer system according to claim 17, wherein the received data units are stored in a structured manner using one or more application programming interfaces.

26. (New) The computer system according to claim 17, wherein the received data units are received in flat-file reports.

27. (New) The computer system according to claim 17, wherein the data configuration user interface comprises a configuration functions mechanism and a user interface.

28. (New) The computer system according to claim 17, wherein the data configuration user interface comprises a graphical user interface.

29. (New) The computer system according to claim 28, wherein the graphical user interface comprises a Windows<sup>TM</sup>-based interface.

30. (New) The computer system according to claim 17, further comprising a performance data user interface to receive performance data from personnel within an organization.

31. (New) The computer system according to claim 30, wherein the performance data user interface comprises an information management function mechanism and a user interface.

32. (New) The computer system according to claim 30, wherein the performance data user interface comprises a graphical user interface.

33. (New) The computer system according to claim 32, wherein the graphical user interface includes an HTML user interface.

34. (New) The computer system according to claim 30, wherein the performance data user interface receives performance data provided in real time via an HTML user interface in response to a request.

35. (New) Machine-readable media encoded with data, the encoded data interoperable with a machine to cause:

creating a database record for an employee;

receiving data units from a given source and storing the received data units, the received data units as stored being associated with plural data unit types;

a metric name input presenter presenting, on a computer screen, a metric name input field to receive from user input a flexible textual character term coining a name for a custom performance metric to be defined;

a data user type input presenter presenting, on a computer screen, data unit type input fields corresponding to the new performance metric, to receive from user input selected type terms indicating select ones of the plural data unit types to be collected and used to formulate the custom performance metric;

an operator input presenter presenting, on a computer screen, an operator input field to receive from user input at least one defined mathematical operation to be performed on received and stored data units associated with the selected types in the formulation of the custom performance metric; and

associating the textual character term with the selected types and with the at least one defined mathematical operation.

36. (New) The machine readable media according to claim 35, wherein the given source comprises a source databases of a third party system.